

From: aaron@urbanplaceconsulting.com
Subject: Fig BID new pay steps as of 11/1/16
Date: October 12, 2016 at 3:13 PM
To: Hector.Romero@securitasinc.com

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Hi Hector,

I think Alex told you the good news about the Fig board approving a pay rate increase to \$13 starting effective 11/1/16. Essentially all steps(including Alex) get raised \$1 and SLO position steps go to \$1.50 to make sure each step is \$1 ahead of the equivelant ambassador step. There is also a good chance that we'll have another wage increase next July to start at \$14/hour.

See attached for the new steps, pay rates, and bill rates for each.

On a health care note, do you have any word yet on any potential increases to our Kaiser Plan for 2017?

Thanks,
Aaron

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safety rates as of
11.16.xlsx

Fig BID Pay Rates		
Ambassador	Pay Rates as of 11/16	Bill Rates as of 11/16
Starting	\$13.00	[REDACTED]
6 months	\$13.50	[REDACTED]
1 Year	\$14.00	[REDACTED]
2 Year	\$14.50	[REDACTED]
Dispatch Rates	Pay Rates as of 11/16	Bill Rates as of 11/16
Starting	\$13.25	[REDACTED]
6 months	\$13.75	[REDACTED]
1 Year	\$14.25	[REDACTED]
2 Year	\$14.75	[REDACTED]
Senior Lead Officer	Pay Rates as of 11/16	Bill Rates as of 11/16
Starting	\$14.00	[REDACTED]
6 months	\$14.50	[REDACTED]
1 Year	\$15.00	[REDACTED]
2 Year	\$15.50	[REDACTED]
Captain	Pay Rates as of 11/16	Bill Rates as of 11/16
	\$27.75	[REDACTED]